



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1460



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

**AN ACT ADVANCING THE ELIMINATION OF STIGMA AND
DISCRIMINATION AGAINST PERSONS WITH DISABILITIES, AMENDING
FOR THE PURPOSE REPUBLIC ACT NO. 7277, OTHERWISE KNOWN AS
THE MAGNA CARTA FOR DISABLED PERSONS, AS AMENDED**

EXPLANATORY NOTE

Republic Act No. 7277, otherwise known as the Magna Carta for Disabled Persons, was enacted with the goal of promoting the rights and welfare of persons with disabilities (PWDs) in the Philippines. It served as a foundational legal framework that sought to ensure that persons with disabilities are granted equal opportunity and access in the areas of employment, education, health services, and physical infrastructure. However, despite the existence of this landmark law, persons with disabilities continue to face persistent social stigma, discriminatory beliefs, and negative attitudes that hinder their full and equal participation in society.

Discrimination against persons with disabilities remains deeply entrenched in cultural, institutional, and interpersonal levels. While the State has taken important steps to improve accessibility and protect civil rights, the social and attitudinal barriers that persons with disabilities face have not been sufficiently addressed through the law. In many instances, these attitudinal barriers prove more disabling than the physical or medical condition itself. Therefore, there is an urgent need to address the root causes of this discrimination, starting with education and structural policy reform.

This bill seeks to advance the elimination of stigma and discrimination against persons with disabilities by introducing targeted amendments to Republic Act No. 7277. It institutionalizes educational and policy-based reforms that address not only external,

physical barriers, but more critically, internalized social prejudices that hinder the realization of an inclusive society.

To achieve this, the bill proposes the addition of new provision that mandates all educational institutions at the primary level—whether formal or informal, public or private—shall include in their curriculum educational content that promotes understanding and dismantles discriminatory attitudes toward people with disabilities. This can be implemented either through a dedicated seminar or by integrating disability sensitivity content into existing subjects or units.

The inclusion of disability sensitivity education at the primary level ensures that children learn early about inclusivity, empathy, and respect for diversity. By normalizing positive attitudes and behaviors toward persons with disabilities from a young age, society can make a generational shift toward genuine inclusion. The bill mandates that the Department of Education, in coordination with the National Council on Disability Affairs and other relevant agencies and private stakeholders, shall formulate the rules and regulations necessary to implement this provision. The collaboration with stakeholders from the disability sector guarantees that the educational materials developed will be accurate, relevant, and reflective of real experiences.

In addition to reforms in the education sector, the bill also proposes the institutionalization of disability sensitivity in the public and private sector. This provision acknowledges that beyond the classroom, discriminatory attitudes often persist within organizational cultures and professional environments. In response, the bill calls for the establishment of a national policy that promotes disability sensitivity in both public and private institutions.

In the public sector, all government agencies—including government-owned and controlled corporations (GOCCs) and local government units (LGUs)—shall be required to conduct regular programs that may include trainings, forums, or workshops aimed at promoting disability sensitivity. These initiatives will not only raise awareness within institutions but also reinforce inclusive practices in service delivery and governance.

The same obligation shall apply to the private sector. Employers will be required to conduct regular programs such as trainings, workshops, or forums to promote disability sensitivity among their workforce. These programs aim to foster inclusive employment practices, eliminate workplace discrimination, and create safer and more welcoming environments for employees with disabilities.

To ensure effective implementation, the Department of Labor and Employment, in coordination with the National Council on Disability Affairs and other relevant agencies and private stakeholders, shall be responsible for formulating the necessary implementing rules and regulations. Their role will be crucial in defining the standards, frequency, and

content of the required programs, as well as in monitoring compliance across both sectors.

To further encourage active participation by the private sector, the bill also provides that the Bureau of Internal Revenue (BIR) shall introduce a minimal but significant tax incentive for employers who institutionalize disability sensitivity programs within their organizations. This incentive is envisioned to serve as recognition of private entities that go beyond compliance and genuinely commit to transforming their workplace culture in favor of inclusion and equality.

This proposed measure represents a necessary evolution in our legislative approach to disability rights. It reflects a recognition that legal protections alone are not sufficient to dismantle decades—if not centuries—of systemic bias and social exclusion. Education and awareness must be institutionalized as core strategies in the promotion of inclusive development.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



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*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

SECTION 1. *Short Title.* – This Act shall be known as the "Anti-stigmatization of
Disabilities Act".

SEC. 2. A new subsection is hereby added to Section 4 of Republic Act No. 7277, as
amended, to read as follows:

“SEC. 4. *Definition of Terms.* –x x x-
-x x x-

q) Disability Sensitivity-refers to the concept or programs aimed at avoiding
stereotypes, assumptions, and insensitive language and eliminating
discrimination directed towards persons with disabilities, promoting greater
understanding and working towards their full inclusion in all aspects of
society.”

SEC. 3. A new section is hereby added to Republic Act No. 7277, as amended,
immediately after Section 40, to read as follows:

“SEC. 40-1. *Inclusion of Disability Sensitivity Education in the Primary Level Curriculum.* – Educational institutions at the primary level, formal or informal, public or private, shall include as part of their curriculum, either through a special seminar or through integration into an existing subject or unit, education and information that shall work towards the elimination of discriminatory attitudes and beliefs towards people with disabilities.

The Department of Education in coordination with the National Council on Disability Affairs, as well as other relevant agencies and private stakeholders, shall formulate the rules and regulations necessary to implement this section.”

SEC. 4. A new section is hereby added the same Act immediately after Section 40-1, to read as follows:

“SEC. 40-2. *Institutionalization of Disability Sensitivity in the Public and Private Sector.* – A policy promoting the elimination of discriminatory attitudes and beliefs towards people with disabilities shall be instituted in both the public and private sectors as follows:

a. Government Agencies - Government agencies, including government-owned and controlled corporations (GOCCs) and Local Government Units, shall conduct regular programs, which include but shall not be limited to, trainings, forums, or workshops aimed at promoting disability sensitivity.

b. Private Sector - Employers shall likewise conduct regular programs, which include but shall not be limited to, trainings, forums, or workshops aimed at promoting disability sensitivity.

The Department of Labor, in coordination with the National Council on Disability Affairs, as well as other relevant agencies and private stakeholders, shall formulate the rules and regulation necessary to implement this section.

The BIR shall also introduce a minimal but significant tax incentive to help promote the institutionalization of the bill in the private sector.”

SEC. 5 *Separability Clause.* – In the event that any provision of this Act is declared unconstitutional, the validity of the other provisions shall not be affected by such declaration.

SEC. 6. *Repealing Clause.* – All laws, decrees, orders, rules and regulations, or portions thereof, inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 7. *Effectivity*. – This Act shall take effect fifteen (15) days following its publication in at least two (2) newspapers of general circulation or the Official Gazette.

Approved,